

# WSDOT APPRENTICESHIP UTILIZATION ADVISORY COMMITTEE

November 8, 2007

1:00 – 4:00 PM

## MEETING MINUTES

Capital Conference Room  
WSDOT Transportation Building  
310 Maple Park Ave  
Olympia, WA 98504

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Committee Members: Linea Laird (Chair), Bob Abbott, Bob Adams, Dave Johnson, Randy Loomans, Tom Zamzow, Butch Brooks.

**Attendees:** Absent: Butch Brooks, John Littel, Tom Zamzow  
WSDOT Staff: Craig McDaniel, Jenna Fetting,  
Meeting Observers: Van Collins, Alice Curtis, Tom Elliot

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## Meeting Overview and Outcomes:

### Action Items:

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**The committee discussed their report to the legislature and recommended the following changes and additions:**

1. The next draft will contain an executive summary based on the current conclusion of the report.
2. Language describing the actions of the committee will be revised to clarify that their role was advisory to WSDOT rather than direct.
3. The map on page 10 will be revised to include the description of Oregon programs as a footnote as well as revising the numbers to match current information on Appendix A.
4. Female and minority participation will be added to the report where possible.
5. Appendix A will undergo a number of revisions to improve the visual clarity of the document, such as removing the black shaded areas and substituting check marks for the X marks that are currently in the boxes.

### Date Setting:

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**The Apprenticeship Utilization Advisory Committee set the following tentative meeting date:**

- **Thursday, March 6th, 2008 – 1:00 – 4:00 PM**
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## Meeting Minutes:

### Welcome

Linea Laird greeted the group and discussed the agenda for today's meeting. The meeting will focus on the committee's report. On the report, she mentioned that WSDOT has not yet done a check with communications and graphics so comments and feedback should focus on the report's content.

## **Committee's Report to the Legislature**

Second Draft Review (handout)

Linea asked the group for comments and feedback on the second draft of the report.

- Randy Loomans thanked Linea for listening to the labor concerns about the initial report. Randy said that she feels that WSDOT captured the intent of the committee in the second draft of the report. She asked why Pacific County is represented more than King County on the map of program availability (pg. 10).
- Alice Curtis responded by explaining how the reciprocity agreement between Oregon and Washington works. The reciprocal agreement allows Oregon apprentices to work in some portions of Southwestern Washington counties, accounting for the greater number of programs in these counties than any other counties in Washington.
- Randy said we should show on the map where the agreement lines between Oregon and Washington fall. She recommended adding a footnote to the map to explain that the high number of programs is due to the reciprocal agreement. Randy also mentioned that the reciprocal agreements are under consideration and discussion as one group has advocated getting rid of them.
- Dave Johnson mentioned that the conclusion statement (pg. 14) paints the picture that the committee wanted. He said it is a great conclusion statement and paints a picture of moving forward and of the success story of the past few years. He said there will always be some controversy, but we to keep apprenticeship painted in the brightest possible light based on what we know of a potential shortage of workers. Dave questioned what appendix one is representing on counties not covered in program standards (shaded areas). He said it is confusing because we are showing that all counties in the state have at least 13 to 14 programs, but the shaded areas on appendix one show that there are not programs.
- Linea said that not every program is available in every county. She said we should change how we describe the darkened areas and asked how we describe that the particular apprenticeship program is not available in the area.
- Alice suggested using blank spaces when the program is not available and using check marks in the counties that each program is available.
- Dave suggested correlating it with the report. He said there are different numbers of programs available in each county. Dave said he understands what it shows, but it may be too detailed.
- Linea said she believes it shows what the opportunities are, not just what we have got, but where we can do more.
- Dave said that because those programs are in different local unions and different JATCs it leaves the impression that there is a hole in the program, when really in connecting with the other JATCs each county is covered in each trade.

- Linea asked if there is some way to represent the complexities, but also show the right coverage and if we are representing the right picture in the appendix.
- Dave said it is so mixed and matched that it is hard to get through. He said it leaves the impression that there is no coverage when there is coverage.
- Van said he disagrees because you can see which programs cover each county for each occupation.
- Dave said the black spots leave the illusion that there is a lack of coverage when there isn't.
- Van said that to show the diversity and range it is useful to show this information. He said he thinks it is good to make that distinction. He agreed that maybe the dark shading places too much emphasis on what isn't there.
- Dave said that the third and fourth lines under the carpenters make it look as though we have a huge number of options there, but they are the reciprocal agreement programs. Dave said it looks as though there are opportunities when there are not. Dave suggested showing only what is there instead of what isn't.
- Craig suggested putting an N/A in a box where the program wouldn't apply for representation.
- Van thought that would be too much of a judgment call.
- Linea suggested putting the reciprocal agreement programs in a different area and viewing them in addition to the others.
- Dave said if you get rid of the black an improvement will be made. Dave also said that there is nothing that would leave the impression that there is a hole except for the black.
- Alice suggested putting the reciprocal agreement programs at the bottom of each category.
- Van suggested that the Signal and Transtate programs are specific to their companies (individual programs) and perhaps do not belong in the appendix. Van said he understands that Dave is concerned that someone will read it and be concerned that there is something to fill.
- Dave suggested removing the black spots and getting the X marks closer together. Dave asked for a sheet that would show the availability of programs for each trade.
- Randy suggested adding an executive summary that would include the number of hours we have performed so far on the two pilot projects.
- Dave said he would like to hit them up front with the good news.
- Linea asked if we want to mention the work of the committee in the executive summary.
- Randy suggested discussing the parts of the legislation.
- Van said that an executive summary shouldn't go into that much detail.
- Dave said to make the conclusion into an executive summary. Dave said that we should probably include the company programs (Signal and Transtate individual programs) in the map graphic (pg. 10). Dave also said

that the map can be more indicative of what we typically use and maybe not include them.

- Linea said the map and the appendix should have different distinctions if they are going to be different.
- Dave said that he doesn't think you have to have the explanation of what counties are covered and what counties are not.
- Van said down the road we may want to do a check mark instead of an X. Down the road we may want to track what counties the apprentices are coming from.
- Dave mentioned that legislators in rural counties will want to see what is available in their area.
- Van said that rural counties and how far apprentices have to travel will come into play. He also said that if there are issues, we need to be upfront about it.

Bob Adams and Bob Abbott arrived. Linea updated them on where the committee is at with the report and what they have heard in the meeting.

Bob mentioned that there were some areas in the report talking about how the committee establish, directed, but really the role is advisory. That should be looked at.

Linea began looking at page 4.

On page five, Dave said we should keep the statement about ultimately the committee did not want to reduce or remove requirements.

Linea suggested that the first sentence in that area should read, that the good faith effort allows the contractor to be compliant. Linea said she would like to remove the double negatives.

Randy suggested in Section 2 moving the third paragraph down to above the second paragraph and using it to replace the sentence about the committee that begins the second paragraph (pg. 5).

Dave doesn't see a problem with the ultimately sentence (last sentence of second paragraph in Section 2, pg. 5) unless you just want to remove the word ultimately.

Bob said that he would like to clarify the advisory role of the committee. He said this is important due to the shipyards response at the last meeting.

Craig mentioned that the non-compliance/compliance issue should be revisited with the language of the federal DBE program in mind.

Linea went over the conclusion (pg. 14) and discussed the changes to be made to wording describing the committee's role in actions taken.

Randy suggested bulleting the items that are actions taken. She also suggested starting beginning the conclusion with 'WSDOT and the committee have worked well together'.

## **Actions Taken Since Last Meeting**

New Committee Member

Linea informed the group that she has not yet found a replacement for Nick Tommer. She mentioned that a few names have come up as possibilities and that she will look into them. Randy told Linea that she heard of someone interested and will forward their contact information to Linea.

#### Update on Pilot Projects

Linea presented the update for the pilot projects (handout). Linea said it would be good to see dollars paid to date.

- Alice asked if the breakdown of female and minority apprentices could be shown in the next report.
- Everyone agreed that the information on the handout and the information about the female and minority breakdown on the pilots should be a part of the report. Alice said that the committee will ask for it.
- Dave asked if the 1890 hours were state approved apprentices and asked if those numbers could be included in the report.
- The committee agreed it would be a great addition.
- Bob Abbott said that they will want to see the numbers.
- Alice said that it isn't a sensitive issue and Tom Elliot agreed.
- Dave said that the Cornwall project had to accomplish more than 50% female and minority hours, looking at the breakdown.
- Bob Adams said that this data can be used to support a lot of positive arguments. He said that it supports the argument that unfettered, there is high ratio of participation to begin with.
- Randy said the participation is high because all the programs have their own affirmative action requirements.
- Bob Abbot said he would like to see the same information on projects with no federal funding whatsoever.
- Dave said that WSDOT should find a way to collect the data.
- Randy said that GA went to the level to do female and minority apprentices.
- The committee suggested adding graphs of female and minority participation on the pilots as well as female and minority information on appendix 2.

#### Outreach

Linea asked committee members what kind of outreach efforts they are currently involved in.

- Bob Adams is continuing to attend high schools, universities and community colleges with companies and AGC.
- Dave had two events with Helmets to Hardhats. Dave said he met with first Mike on Helmets to Hardhats and getting a permanent liaison position. They have been asked to make a presentation to the state school superintendents and state school counselors. They are connecting the dots with the dropout rate and CTC bill. It is going to have quite a bit of

money attached to it. That's one of the reasons that Dave thinks any report like this that comes out helps when groups ask for FTE's for hours and expansions of programs that feed apprenticeship. Dave made a presentation to a group of vocational administrators. The counselors should spread the message that there are opportunities in the trades. Last year they started funding a program where the counselors connect with parents and students to discuss future opportunities. Along with the AGC and Renton Community College, the just finished with a math curriculum that will get accepted with algebra and cross calculus, but it is all about construction. It integrates those math disciplines together and gets you a credit at the end.

- Linea asked if it gives apprenticeship credit or leads to getting in a program.
- Dave said that to get into an apprenticeship program, you have to get a high school diploma or GED and kids are losing out on math. He said that academic mathematics is available, but there is nothing else for them to choose from. To look into construction math curriculum and apply the learning to a construction scenario starts to make practical sense. They are finally getting the academics to take a look at this and look at the construction formulas and say that if students do this, they are fulfilling the academic requirements. It looks like this will be adopted.
- Van mentioned that students that take these classes will also score high on their entry.
- Dave said they have been looking at taking a trip to Europe to see why they are so successful. The social structure there guides it. That's why the programs are so successful overseas.
- Alice said new market skills center has an advisory committee meeting and they did breakout sessions on math. Construction trades went over what it was called in the school district and what they call it in the construction industry. They had a successful time doing that. Eastern Washington just had some great events – career fairs for students and the students were able to run equipment.
- Tom said the school counselors and everybody was out there on the equipment. In Pasco there were 390 students in 4 hours that came through.
- Alice said that Spokane was even bigger and they are trying to have one on the Westside. Marvin Jenkins from OEO was involved. In Centralia, there is an upcoming outreach.
- Linea said we should figure out a way to coordinate this information.
- Alice said that Michael Thurman provides a distribution list and Jenna will be added to the list.

#### Project list

Linea went over the upcoming project list with the group (handout).

- Dave asked how much of the Nickel project list is left and how much of the TPA has been started?
- Linea said she doesn't have the percentages on the top of her head, but more information can be found in the quarterly report, the Gray Notebook.
- Bob Adams said spending hasn't peaked yet and won't be complete until 2016.
- Bob asked if when the Nickel projects are completed, there will be no more Nickel program.
- Linea responded affirmatively.
- The project list will be kept up-to-date on the apprenticeship page as well as pilot updates.
- Bob Adams asked if the requirements flow down to projects WSDOT is funding that are administered by counties or cities because one of the contracts on the advance schedule is administered by Snohomish County.
- Linea said a local agency project does not get the goals. Some of the counties have their own programs, but the state law doesn't reach out past the state agencies
- Bob Adams asked if the bill is directed at the state agency
- Dave responded affirmatively. He said that Grays Harbor has adopted their own standards, but in conjunction with the feds, they were told that they could not use the requirement on federal dollars.
- Linea said there is a whole other level of work that is required to go forward with the requirement on local projects with federal dollars.
- Bob Adams asked if Snohomish County has their own program, they can go forward.
- Linea said there would still be a restriction on the federal side.
- Bob Adams said it would be helpful to check on that job. Bob also asked about the electrical relocation and if it was a City of Seattle job or a DOT job.
- Linea responded it is a DOT contract.
- Bob also asked if two contracts with the same name are UCO contracts or NWR contracts.
- Linea responded that WSDOT staff will look into that and provide clarification.
- Bob also asked about the wetland mitigation project and if that sounds like a contract where it will be problematic to get apprentices. He said we might want to do some thinking about how we will comply with the requirement on that job.
- Bob Adams asked about if there will be apprentices to work on the (remote) Makah area project.
- Randy and Bob Abbott said that there are programs in Port Angeles.
- Craig mentioned there may be resources in TERO.
- Dave said that workers from the tribes can be employed on projects in their area.
- Bob Abbott said that they have been successful getting tribal members to work on the casino projects.

- Dave mentioned that there are resources available in L&I to answer questions about some of the scenarios.

### **Other Items**

Linea asked if there are any other items. The committee asked about coordination with FHWA. Linea mentioned that the local programs issue is something she doesn't see the feds taking any action on now, but they are watching the pilot program (for state jobs) move forward. From a competition, DBE standpoint, they want to see some results. The feds gave WSDOT limited authority to move forward. The state law as interpreted by WSDOT's AGs does not cover local programs. Those are the issues.

- Dave asked if it is a county transportation project if the feds are willing to follow the same model for a pilot program. He said he thinks that Grays Harbor still has the same problem. They were told that for projects with federal funds they cannot put it in the contract.
- Linea said it doesn't mean that the program cannot continue to work. If the contractors want to include it, they can, but the county cannot make it a contractual requirement. She said that although it is on a pilot basis, she thinks that we can move forward with this. She said WSDOT has convinced Kevin Ward that we can move forward, but the Washington DC division of FHWA is very concerned.
- Van asked if FHWA could come back and say no later.
- Linea responded affirmatively and said that right now our foot is in the door. It doesn't mean that apprentices cannot work on federally funded contracts, but it does mean that the requirement cannot be included in the contract.
- Van said that the feds have a very firm hand on this and they don't want to let go until it is shown on the state level that it works.
- Dave mentioned that what the feds are requiring apprenticeship can enhance with real career opportunities.
- Linea said not only can we show the apprenticeship hours, if we are successful and exceeding on both fronts, we will show that it is successful and that it is a great way to do this.
- Van said what it really is, is just another phased aspect of implementation.

### **Date Setting**

The next meeting will take place from 1:00 – 4:00 p.m. on Thursday, March 6, 2008.

### **Meeting Adjourned**